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Cover
Situated on a rocky promontory 75 metres above sea level, Cape Spear Lighthouse has served as an important approach light to St. John's for more than a century. Newfoundland's oldest surviving lighthouse, Cape Spear is now one of 70 major national historic parks operated by Environment Canada - Parks across the country. The building has been restored to its original appearance and refurnished as a lightkeeper's residence of 1840.

WORKERS' COMPENSATION COMMISSION
OF NEWFOUNDLAND AND LABRADOR

Head Office:
146-148 Forest Road, St. John's, Nfld.

Branch Offices:
High Street, Grand Falls, Nfld.
Main Street, Corner Brook, Nfld.

DEDICATED TO THE PROVISION OF PROMPT AND ADEQUATE INCOME PROTECTION TO VICTIMS OF INDUSTRIAL INJURY AND TO THEIR FULLEST POSSIBLE REHABILITATION.

ED MAYNARD	— Chairman & Chief Executive Officer
ANDREW G. ROSE	— Commissioner
GORDON WOODFORD	— Commissioner
MAX BURSEY	— Executive Director, Claims Services
BRUCE PECKFORD	— Executive Director, Finance & Administration

WORKERS' COMPENSATION COMMISSION
OF NEWFOUNDLAND AND LABRADOR
146-148 FOREST ROAD, P.O. BOX 9000, STN. "B", ST. JOHN'S, NFLD., CANADA A1A 3B8
Telephone (709) 778-1000

EXECUTIVE OFFICE

1987 03 31

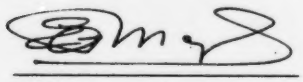
The Honourable T.A. Blanchard
Minister of Labour
Confederation Building
St. John's, Newfoundland
A1C 5T7

Dear Mr. Minister

The Workers' Compensation Commission is pleased to present its Annual Report for the year 1986.

We trust that the information contained herein, regarding the activities of the Commission during the past year, is satisfactory.

Respectfully submitted,



Ed Maynard
Chairman

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INTRODUCTION

The Annual Report of the Workers' Compensation Commission presents a review of activity for the year ended 1986 12 31.

The Workers' Compensation Act/Regulations 1983-1984 governs the operation of a no-fault work injury insurance program for the workers and employers of the province. This program provides to the worker guaranteed wage loss protection; payment of medical costs associated with work injury and disease; rehabilitation; and protection from suit to the employer.

The enclosed material provides information on the operation of this program. For further information on any aspect of this program, please contact:

WORKERS' COMPENSATION COMMISSION
OF NEWFOUNDLAND AND LABRADOR
146-148 FOREST ROAD
P.O. BOX 9000, STN. "B"
ST. JOHN'S, NEWFOUNDLAND
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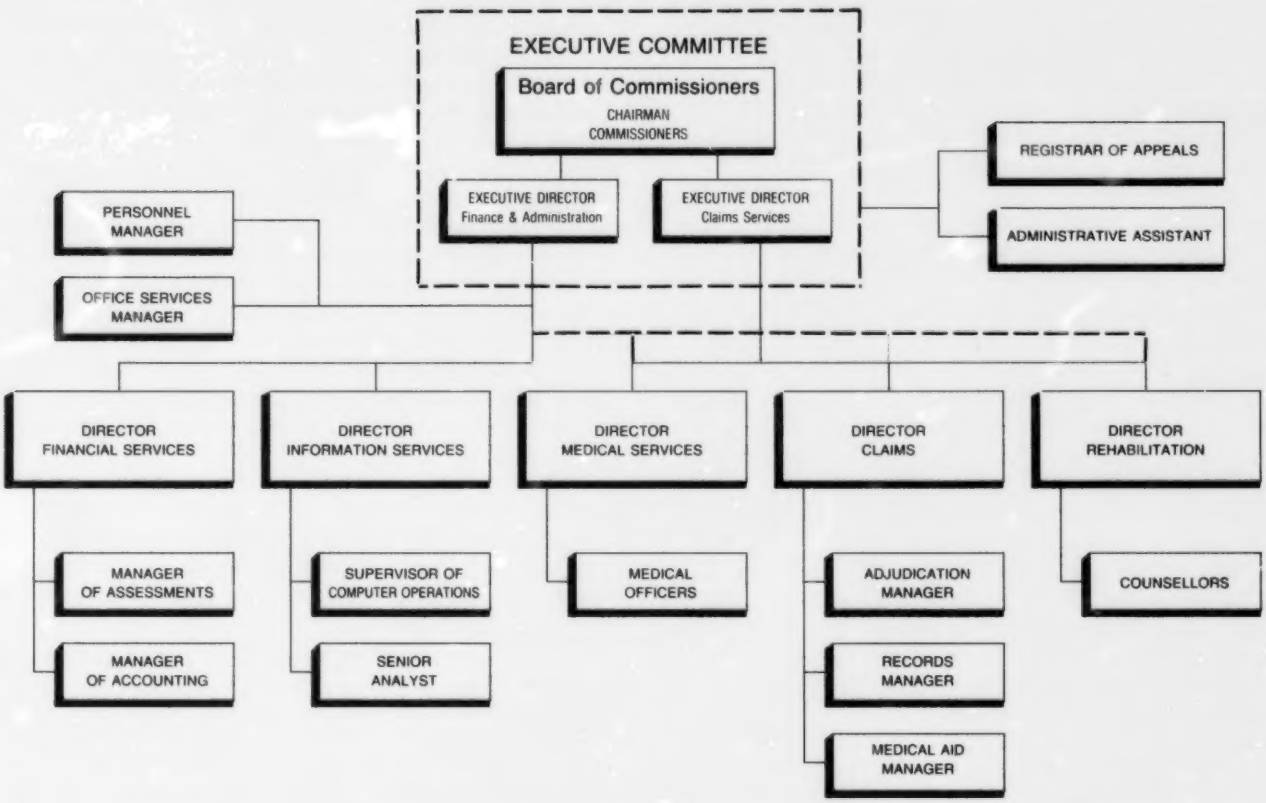

EXECUTIVE COMMITTEE
Board of Commissioners
CHAIRMAN
COMMISSIONERS
EXECUTIVE DIRECTOR
Finance & Administration
EXECUTIVE DIRECTOR
Claims Services
REGISTRAR OF APPEALS
ADMINISTRATIVE ASSISTANT
PERSONNEL MANAGER
OFFICE SERVICES MANAGER
DIRECTOR FINANCIAL SERVICES
DIRECTOR INFORMATION SERVICES
DIRECTOR MEDICAL SERVICES
DIRECTOR CLAIMS
DIRECTOR REHABILITATION
MANAGER OF ASSESSMENTS
MANAGER OF ACCOUNTING
SUPERVISOR OF COMPUTER OPERATIONS
SENIOR ANALYST
MEDICAL OFFICERS
ADJUDICATION MANAGER
RECORDS MANAGER
MEDICAL AID MANAGER
COUNSELLORS

REPORT ON OPERATIONS

GENERAL

In the early part of 1986, Government decided to make significant changes in the administration of the Commission.

Since the formation of the Board — subsequently renamed the Commission — in 1951, the compensation system has been administered by a Board of Commissioners. Three Commissioners all served on a full time basis. The Board of Commissioners traditionally assumed the dual role of:

(a) a policy making body, similar to a Board of Directors; and;

(b) the top level quasi-judicial body with final decision making authority on all matters dealt with by the Commission.

Government's decision was to replace the Board of Commissioners with a Board of Directors — corporate board — made up of all part-time members. The corporate board to have representation from employers, workers and the general public. The intent is to have broader input from all sectors of society into the policy and operations of the Workers' Compensation Commission. At the same time, a decision was made to create an External Appeals Tribunal; taking the place of the Board of Commissioners as the final level of adjudication on all matters dealt with by the Commission.

Legislation to give affect to these changes was passed by the House of Assembly in June of 1986. At the end of the year, however, neither the Board of Directors nor the Tribunal had been established. It's anticipated that both bodies will be put in place in early 1987.

In the 1985 Annual Report, we reported on significant changes that had been made in operations and management structure. These changes were brought about by changes in legislative requirements; broader coverage encompassing more workers and employers; and the greater demands on the compensation system to provide more personal service to claimants and employers. Some of the changes in operations and management structure had been brought about very quickly as the result of demands to address a particular problem.

Early in the year management concluded that it would be appropriate to have a total review of the management and operations structure to determine whether the administration of the system was adequate or appropriate to meet the needs of the clientele. A decision was reached that the best way to have such a review was to appoint a group of management consultants. It was the feeling of Commission management that because of the significant number of changes that had taken place, it would be appropriate to have a thorough review done of the management, operations structure, and management capabilities in place before proceeding with any further changes.

Consequently, after a selection procedure, the firm of Touche Ross was retained to do a thorough evaluation of the total operations of the Commission. Specifically, Touche Ross was asked to review the Commission's management structure; reporting and accountability relationships; assess management practices; provide an overall assessment of the management and operations of the Commission; and to report significant findings together with recommendations for improvement where appropriate.

Touche Ross assigned several management consultants to the project. Their report was made to the Commission in November.

The Touche Ross report, while highlighting many of the things management was already aware of, did provide a number of very useful recommendations. The report will be a useful document in fine tuning the management and operations systems.

In the fall of 1986, a Review Committee was established to review all aspects of worker's compensation policy and programs under the Workers' Compensation Act. A Review Committee is required, by law, to be established every five years to do a thorough review of the system. The Review Committee is made up of people from various sectors of society including employers and workers. These are people who are independent and have no direct involvement with the Commission's operations. Their role is to review all aspects of the legislation and operations; to conduct public hearings in various locations in the province; and to prepare a report with findings and recommendations, which is submitted to Cabinet. The current Review Committee has a mandate to report by September 1987.

The Review Committee process under our system has served a very useful purpose in that it has provided for an external independent look at how well the system is operating; the problems being encountered by injured workers and employers; and allows the administrators of the system to take appropriate measures to provide better service to the clientele. On previous occasions, Review Committee reports have sometimes resulted in amended legislation. The 1981 Review Committee report was used as a "launching pad" to do a total re-writing of the Workers' Compensation Act; which resulted in the new Act coming into force as of January 1, 1984. The Commission is looking forward to the report of the current Review Committee which should be available in late 1987.

Appeals

As a part of Government's decision early in the year to change the administration of the Commission from a Board of Commissioners to a Board of Directors, it was also decided to establish an external Appeals Tribunal. The proposed tribunal will have final decision making authority on any matter respecting an individual case on which the Commission has made a decision. Legislation to enable the setting up of an Appeals Tribunal was passed by the House of Assembly in June. However, at the end of 1986, the Tribunal had not been established.

As a consequence of the pending change, appeals that would normally have been heard by a Commissioner were heard by the Chairman and Executive Director. However, persons who were not satisfied with the decisions at that level, had no opportunity to have their case heard at another level.

Towards the end of 1986, in anticipation of the Appeals Tribunal being established in early 1987, the Commission revised its internal review process to hear and rule on all matters dealt with by adjudicators, rehabiiitation counsellors and assessment officers. In 1986 there were 190 requests for formal reviews and 29 hearings were conducted. It's possible that very few cases went to a hearing because the parties requesting a review are waiting for the Tribunal to be established.

Activity in the internal review process will undoubtedly increase significantly in 1987 once the Tribunal is established. The Tribunal will only hear an appeal after the final decision of the Commission is reached. In most cases this will require a hearing by way of the internal review process prior to the Tribunal considering the matter.

The Workers' Compensation Act, 1983 vs Charter of Rights

In September, 1986 the Newfoundland Supreme Court filed a judgement which may have a significant impact on the future of the Canadian workers' compensation system.

The case concerned the constitutionality of sections 32 and 34 of The Workers' Compensation Act, 1983. These sections, in brief, deny a worker, or the workers' dependents, the right to claim compensation, other than as prescribed in the Act, from an employer or a worker, for any injury sustained in the course of the workers' employment. The legislation has the effect of denying a worker, or the workers' dependents, access to the Courts for the purposes of recovering damages from an employer for injuries sustained by the worker in the course of employment. Workers' compensation legislation across Canada contains similar provisions.

In the case before the Court, the wife of a deceased worker took an action against the worker's employer. In his decision, the Chief Justice of the Supreme Court of Newfoundland ruled that sections 32 and 34 of The Workers' Compensation Act, 1983 which bar such an action are unconstitutional by virtue of section 15 of the Canadian Charter of Rights and Freedoms. The Newfoundland Supreme Court was the first court in Canada to address the issue of whether section 15 of the Charter overrides the traditional bar of an action against a worker's employer under the compensation system.

Section 15(1) of the Charter states:

"Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and in particular without discrimination based on race, national or ethnic origin, colour, religion, sex, age, or mental or physical disability."

The plaintiff contended that the right to litigate in the Courts is the right of every citizen and, because she could not take an action against the employer, her rights, as guaranteed by section 15(1) of the Charter, had been violated. The Newfoundland Supreme Court agreed with the plaintiff's argument on this point.

The bar against a right of action is the cornerstone of the worker's compensation system in all jurisdictions in Canada. It is part of the historic trade-off wherein an employer cannot deny an injured worker compensation benefits, and in return for these assured benefits, adjudicated by an independent Board or Commission, the injured worker cannot take an action against the employer.

It had been anticipated, since the drafting of the Charter in 1982, that the bar against an action in the worker's compensation legislation would be tested before the courts. Thus, the ruling by the Newfoundland Supreme Court generated a great deal of interest in all jurisdictions in Canada.

Following the decision, the Workers' Compensation Commission immediately began proceedings to bring the Supreme Court's decision before the Newfoundland Court of Appeal for review. Since the Act is a provincial statute, a decision was reached that the review would be heard by way of reference to the Newfoundland Court of Appeal. The question asked, in laymen terms, is: Are sections 32 and 34 of The Workers' Compensation Act, 1983 made inoperative by virtue of section 15 of the Canadian Charter of Rights and Freedoms?

The Newfoundland Court of Appeal has assigned priority to hearing this question because of the potential impact of the decision; not only on the Workers' Compensation Commission in Newfoundland, but in all other jurisdictions. Of course all parties realize that regardless of how the Newfoundland Court of Appeal rules on the question, the matter will be referred to the Supreme Court of Canada for a final decision.

Because of the active interest of other jurisdictions, leave has been granted by the Court of Appeal for intervenors from across Canada. At the end of 1986, at least seven other jurisdictions, either through the provincial workers' compensation authorities or the provincial Attorneys-General, had indicated a desire to have intervenor status before the court when the case is heard. Additionally, other groups representing organized labour and business have given notice that they wish to intervene. The plaintiff who original-

ly brought the case before the Newfoundland Supreme Court, will also be an intervenor.

The progress of this trial before the Newfoundland Supreme Court of Appeal and the subsequent referral to the Supreme Court of Canada, will be watched very closely over the months and years ahead.

CLAIMS DEPARTMENT

The Claims Department is responsible for processing all claims submitted to the Commission. This includes gathering all information and documents required in order to determine a worker's entitlement and processing of benefits where entitlement is established. Thus, the receipt of information on a timely basis is critical to efficient operations and payment of benefits to an injured worker. The cooperation of employers and physicians in submitting prompt reports to the Commission is essential.

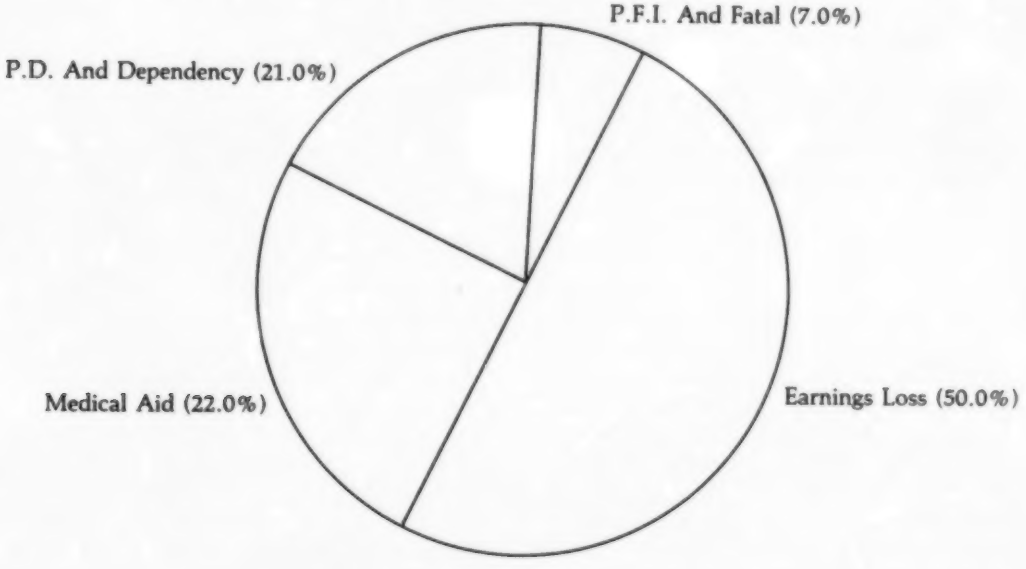
Benefits processed by the Claims Department include:

- Earnings Loss (Temporary or Partial): while a worker is recovering from the effects of an on-the-job injury or disease.
- Dependency benefits: to the spouse and/or children where the injury or disease causes death.
- Permanent Functional Impairment Awards: for disfigurement and loss of body function based on the physical disability and paid in a lump sum.
- Medical Aid benefits: such as doctors fees, prescribed drugs, hospital costs, travel expenses in seeking medical treatment, physiotherapy, prosthesis and others.

Activity within the Claims Department increased significantly over the past year. There was an increase of close to three thousand claims processed in 1986 as compared to 1985. During this year 19,355 claims were processed; representing a 17.6% per cent increase over the number of claims processed in 1985 (16,465). The number of requests for reopening of claims for recurrence of injuries increased. A combination of these and other factors placed increased demands on claims staff.

Of the total claims processed in 1986, 8728 claims involved lost time where Earnings Loss Replacement benefits were paid to injured workers; 9496 claims were for Medical Aid treatment only; 23 claims involved fatal injuries; 461 claims were Report Only cases; and 647 claims were disallowed.

Of the twenty three fatalities reported in 1986, eleven claims were for current year injuries, six claims were for prior year industrial disease, two claims were for drownings



Claims Expenditure
$34,833,106

P.D. — Permanent Disability
P.F.I. — Permanent Functional Impairment

occurring in 1981 and 1983 but reported only in 1986, three claims were disallowed as the injuries were not work related and one claim was still under consideration at year end.

Current and prior year costs for all claims processed in 1986 amounted to $34,833,106.

The Workers' Compensation Act, 1983, which came into force as of 1984 01 01 provided for significant changes in compensation benefits — one of which involved the calculation of earnings loss benefits based on 90% of a worker's net earnings instead of benefits based on 75% of gross earnings. This was considered to be a more equitable means of providing wage loss benefits to injured workers. Claims for injuries occurring after the effective date of the new Act were processed under the 90% net system. However, large numbers of claims were continued under the old 75% of gross system pending an opportunity to convert all old claims to the new system.

In 1986, a regulation was passed allowing the conversion of all pre 1984 claims to the earnings-loss replacements system. All the "active" claims — those in the temporary total disability and rehabilitation allowance categories — were converted to the new system during the year. At year end, plans and procedures were nearly finalized to begin conversion of older claims in the permanent partial disability category. The whole conversion payment process to provide pre 1984 injured workers with earnings loss replacement benefits at 90% of net earnings went very smoothly.

In an effort to provide an improved level of service to injured workers, and to meet increased demands placed on the Department, the Claims Adjudication Division was restructured. More emphasis was placed on the role of the adjudicator. Additional adjudicators were recruited and underwent an extensive training program. One adjudicator was assigned to each of the regional offices at Grand Falls and Corner Brook. Adjudicators were called upon to make presentations to employers, union shops, and other agencies.

The Claims Department recognizes the importance to provide prompt medical services to injured workers and has worked closely with the Medical Department in this regard. Programs such as the Orthopaedic Early Assessment Clinics; the Health Sciences Priority Bed admissions; referrals to the Miller Centre Medical Assessment Team; and others, were extensively utilized. The Lifestyles program at the Aquarena was initiated to provide for workers to be able to participate in activity exercises while undergiong medical follow-up care.

Developments continue in updating and improving computer programs in order to provide a better service to claimants and to agencies providing services to the injured workers. Payment of wage loss benefits has been totally computerized as of 1986 01 01. Effective 1986 05 01 Medical Aid programs were implemented on a new on-line computer system. This has proven successful and results in worker's expenses being processed daily. The computerized system also has greatly enhanced the Commission's capacity to effectively process accounts submitted by doctors, hospitals, and other agencies.

In 1987 a detailed analysis will be carried out to review the functions of the Claims Department and to measure the efficiency of services being provided.

Objectives will be:

— To streamline claims processing by reviewing and recommending improvements in procedures and documentation;
— To effect improvements in statistical records and analytical capacity;
— To maximize the utilization of computer resources to achieve the highest possible level of efficiency.

REHABILITATION DEPARTMENT

The Department's total caseload in 1986 was 1072, comprised of 538 workers brought over from the 1985 caseload, and 534 new referrals throughout the year.

A total of 489 workers were in involved training programs throughout the year; 167 workers took part in the Job Search program; and as of the end of the year 528 cases had been resolved.

Of the remaining 544 cases, 118 were still in training at year end; 25 were on a Job Search; and 401 workers were either under active medical treatment, unsuccessful to date, or were not yet in contact with a counsellor.

The total cost of rehabilitation benefits to workers for the year was 2.6 million.

While the department continues to place emphasis on programs which bring more immediate return to employment — such as trial work; modified work; job search; and on-the-job training — there is quite often a need for formal training to provide new skills to replace those no longer usable due to the disability. Consistent with Provincial statistics concerning the high rate of functional illiteracy, many of our workers require academic schooling to qualify them for entry into trade training.

An area of particular concern to the department is the availability of effective, timely, assessment services to workers. It is critically important that a thorough evaluation of a worker's interest, abilities, and aptitudes be known and mutually understood prior to undertaking a vocational rehabilitation goal. The impact of a forced career change has to be fully appreciated; and the debilitating effects of prolonged lay-off, recuperation, and inactivity have to be dealt with patiently but determinately.

As well as Counsellor/worker interview and evaluation the department utilizes the services of the Leonard A. Miller Centre Work Skills program, and Occupational Therapy evaluation. To allow the worker to self assess abilities and aptitudes, practical trial, or on-the-job programs, are arranged within industry and with other agencies. These programs are often complimented by the department's Job Search/Job Market exploration program. A key component of this process is to have employers provide opportunities for workers to engage in on-the-job programs.

In an effort to improve such services for workers, the department has been negotiating with the Adult Education Division of the Department of Career Development to provide a structured, six week, job search techniques training program to commence in early 1987. This program will provide workers with professional guidance and instruction in considering career choices; investigating vocational goals; and learning techniques of a job search, while receiving support and encouragement from instructors, Counsellors, and fellow workers. The course will include both classroom instruction and actual search within industry.

To further evaluate the department's vocational rehabilitation services to workers and identify areas requiring improvement, the Commission in September 1986 entered into a contract with the Institute of Social and Economic Research (ISER), Memorial University to do a complete analysis of past and present performance of the Commission's programs. The report of ISER will be completed by March 1987, and should form a basis on which to develop a more effective rehabilitation program.

The Department recognizes that all too often there is not sufficient time and staff to provide personalized, continuing counselling assistance and direction. This is particularly so in the case of workers who have limited transferable skills and academic backgrounds. It is the intent of the Commission to address this matter by providing more counselling staff and reducing caseloads, so that more individualized and extended assistance will be available to each worker.

Program Expenditure
$2,679,012

MEDICAL DEPARTMENT

The Medical Department provides essential advice to claims adjudicators, and rehabilitation counsellors to assist in the management of workers' claims.

An important part of the Department's mandate is to promote a good working relationship with the treating physicians, paramedical personnel and treating institutions. To achieve this, the Department has an on-going program of formal presentations to groups of physicians, including Memorial's medical students, emphasizing the importance of a cooperative effort with the Commission.

On June 15, 1986, the Adult Rehabilitation Assessment Program at the Leonard A. Miller Centre was expanded from five beds to ten. The program's responsibilities expanded from one of assessment (ie. defining diagnoses, investigations and treatments needed) to include the responsibility of following through on recommended care. The program still normally involves a two-week multi-disciplinary assessment, taking into consideration not only the organic problem, but also any pertinent psychological and social factors. An essential component of the expanded program is the efficient coordination and use of the Health Science Centre (an active treatment facility). A computer program has been developed to help analyze the results. This program decreases the delays inherent in the medical system and assists in the goal of decreasing the time injured workers remain away from the work site, receiving temporary total disability.

The program of priority appointments with Orthopaedic Surgeons, which was developed in May, 1985, continues to be a valuable asset to this organization. Between ten and twenty claimants are availing of this service on a weekly basis. Delays in obtaining orthopaedic opinions — commonly two to four months — have now been decreased to two weeks or less. A computer program has been developed to help analyze the program's effects on the care claimants receive. The program appears to be having the desired effect of preventing needless delays in the claimants' receiving medical care.

During 1986, an agreement was made with the Aquarena to support a Lifestyles Program. This program's main function is to serve as an adjunct to active physiotherapy. In addition, the worker is introduced to new lifestyles, which include physical activity and nutritional counselling. The program has been in place since October, 1986, and will remain operational through October, 1987. At that time, a decision will be reached as to whether the program should be continued. The initial results from claimants attending the program show not only a positive physical benefit, but a significant psychological improvement in their general well-being. On average, 40-60 claimants are participating in this program in any given month.

An agreement was entered into with the EMG/Nerve Conduction Lab at the Health Science Centre to obtain some dedicated time for claimants who need this type of investigation. This is an especially common need in claimants who have suffered traction-type injuries and have possible damage to the peripheral nerves. Instead of delays of a number of months, a claimant can now be reviewed by this modality of investigation on Tuesday morning of each week. The program can handle approximately seven patients a week.

Discussions have been held on possible financial assistance in purchasing another CT scanner for the St. John's area. It is now more generally held that the CT scanner examination is a necessity rather than a luxury. One of the benefits to claimants would be in decreasing the need for a large proportion of the myelograms presently being done. To a large extent, the CT scanner can substitute for myelograms and are done as an outpatient, with fewer risks. The Commission feels that investment in this area will serve the claimants by decreasing the need for hospitalization and the risk of medical complications.

Alternatives are being developed to help circumvent the long delays in the medical care system. The goal is to decrease the number of claimants reaching the six month period without having returned to work. The risk of development of the Chronic Pain Syndrome increases steadily the longer a claimant is off work. Delays in receiving opinions, investigations and treatment are a major factor in the number of claimants who end up in this frustrated, depressed and anxious state. The eight priority beds at the Health Science Centre; the assessment and treatment program at the Miller Centre; priority appointments with Orthopedic Surgeons; the Lifestyles program at the Aquarena; priority access to EMG/Nerve Conduction Studies; as well as proposed assistance in purchasing a CT scanner are all designed to reach this goal.

FINANCIAL SERVICES DEPARTMENT

This department is the financial centre of the Commission's operation. The primary activity throughout 1986 was focused on the following:

Investments

The Canadian bond market was volatile and unstable in 1986 and yields on long and short term fixed income investments decreased substantially. The Commission was an active participant in the bond market and although interest rates declined in 1986, the Commission realized a yield of 11.3% on the book value of its portfolio - 10.7% in 1985. We are aware of the need to maintain and improve our investment performance and recent amendments to the Workers' Compensation Act have broadened the scope of the Commission's investment portfolio. A review of our investment objectives and policies will commence in 1987.

Employer Assessment — Rate Setting

Development of a new computer system for rate setting reduced the time required to determine the 1987 assessment rates for employers. Further enhancements are planned for 1987 to forecast injury costs, revenue and other aspects of the rate setting procedure. A report on experience rating was completed in 1986, a model was developed and is expected

to be implemented on a pilot basis in 1987. Consultations with employers and labor organizations will take place in 1987 to obtain feedback for the program. Activity will continue on the development of new computer systems to improve service and provide better information relating to employer's injury experience.

Collections

Reducing the level of accounts receivable was a priority item for the assessment division and efforts will continue in this area in 1987. The division will acquire additional staff and enhance computer systems to monitor the status of delinquent accounts.

The department is looking forward to a year of progress and development and the opportunity to provide better service to the employers of the province.

Financial Highlights 1986

Revenue	
Assessment Revenue	$40,975,655
Investment Income	6,850,871
	47,826,526
Expenditures	
Benefits	
Earnings Loss	$17,261,871
Medical Aid	7,772,539
Rehabilitation	2,570,660
Extended Earnings Loss	108,352
Permanent Functional Impairment and Fatal Payments	2,303,788
Dependency Benefits	3,595,669
Payments to Permanently Disabled Workers	3,899,239
	$37,512,118
Operational	
Occupational Health and Safety	1,529,350
Administrative	4,344,367
	5,873,717

INFORMATION SYSTEMS DEPARTMENT

The Information Systems Department is responsible for providing information processing services within the Commission. In addition, the department provides computing services and work injury data to the Occupational Health and Safety Division of the Department of Labour. All processing in 1986 was performed on the inhouse IBM System/38.

To keep up with the high volume of processing, the following equipment changes were made:

— The System/38 was upgraded from a Model 6 with 4 megabytes of main memory to a Model 300 with 8 megabytes of main memory.

— A second remote communications port was installed and will be operational early in the new year. Once in operation a faster communications link will be established to the Branch Offices providing a higher level of service to employers and claimants within Central and Western Newfoundland.

— A third Work Station Controller was installed which enables an additional 32 work stations to be supported on the System/38.

— A third disk drive was installed capable of storing an additional 400 megabytes of data.

— The local terminal network increased to 44 work stations.

— Word processing capability was upgraded to 15 terminals and 9 printers.

With the increasing demand for systems and programming services additional staff were added to the department. It is envisaged that further increases will be necessary in 1987 with two additional positions expected to be added.

PERSONNEL

The past year continued to provide many challenges within the Personnel Division of the Commission.

Considerable time has been expended by our management and union representatives in preparing for the re-negotiation of our Collective Agreement. Discussions have been ongoing throughout the year. One of the key items is the implementation of the Hay System of Job Evaluation within the bargaining unit. The Hay System of Job Evaluation for Executive and Management staff was implemented in 1986, including a "Pay for Performance" appraisal system.

The Provincial Government's report on Affirmative Action was reviewed. The issues of child care, job sharing, maternity leave, career development for women and family responsibility leave, were studied, as they relate to our organization. Policies have been prepared on several of these issues which are to be implemented either through collective bargaining or through Commission policy in 1987.

To enhance the capabilities of staff, the Commission maintained its commitment to and support of staff development. During the year, forty percent of our staff members availed themselves of courses, seminars and programs.

In the area of recruitment and selection, there were twenty-one permanent and thirteen temporary staff actions thoughout the year. The permanent full-time staff complement as of 1986 12 31 was 105.

The Commission is grateful to its Staff for the conscientious manner in which they have administered the Act in providing compensation services to the workers of the Province.

FINANCIAL STATEMENTS AND NOTES

Funding Policy

Auditors' Report

Balance Sheet

Statement of Revenue, Expenditure and Provisional Operating Deficit

Statement of Liabilities and Reserve Accounts

Statement of Changes in Financial Position

Administrative Expenses

Statement of Revenue, Expenditure and
Provisional Operating Surplus (Deficit) by Classes

Notes to Financial Statements

COMMISSION'S POLICY ON FUNDING FOR RESERVES AND LIABILITIES

Pursuant to Sections 85 and 104 of the Workers' Compensation Act, 1983, The Commission has developed a policy statement on aims and objectives regarding funding of reserves and funding of current and long term liabilities.

POLICY STATEMENT

The Commission shall endeavour to have available sufficient assets to cover the total liabilities and reserves accumulated to any specific point in time.

At the end of each calendar year the total assets of the Commission, consisting of:

(a) depreciated value of fixed assets;
(b) current book value of long and short term investments;
(c) accounts receivable (less allowance for doubtful accounts); and
(d) cash on hand,

shall be compared to the total liabilities and reserves; including:

(a) current liabilities;
(b) liability for payments to permanently disabled workers for life or age 65;
(c) liability for payments to dependants for life or limited periods;
(d) liability for established earnings replacement benefits, projected to age 65;
(e) liability for temporary disability benefits, projected to estimated termination;
(f) liability for estimated future cost of medical aid;
(g) liability for annuity payments;
(h) recapitalization reserve;
(i) disaster reserve;
(j) second injury reserve;
(k) occupational health and safety reserve.

NOTE: All liabilities in (a) (b) (c) (d) (e) (f) and (g) shall be calculated on current dollar values with no allowance for future statutory increases or other adjustments. The philosophy being that if the Commission was to cease operation at that point, additional liabilities would not be accrued.

The aim of the Commission shall be, that the total assets as described herein, shall equal or exceed the total liabilities and reserves.

AUDITOR'S REPORT

To the Board of Directors of the
Workers' Compensation Commission of
Newfoundland and Labrador

We have examined the balance sheet of The Workers' Compensation Commission of Newfoundland and Labrador as at December 31, 1986 and the statements of revenue, expenditure and provisional operating deficit and changes in financial position for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion these financial statements present fairly the financial position of the Commission as at December 31, 1986 and the results of its operations and the changes in its financial position for the year then ended in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

St. John's, Newfoundland
March 11, 1987

Dorne Raymond

Chartered Accountants

BALANCE SHEET
DECEMBER 31, 1986

ASSETS

	1986	1985
Current		
Temporary investments, at cost	$10,732,210	$ 2,999,654
Receivables		
Assessments (less allowance for doubtful accounts $1,199,936; 1985 - $960, 705)	5,813,856	5,432,755
Interest	1,274,106	1,137,344
Self-insurers	623,413	332,938
Other	10,692	15,482
	18,454,277	9,918,173
Investments, at book value (Note 2)	53,046,352	56,361,185
Land, building, furniture and equipment (Note 3)	5,186,013	5,090,427
	$76,686,642	$71,369,785

LIABILITIES

	1986	1985
Current		
Bank indebtedness	$ 572,157	$ 1,089,078
Payables and accruals		
Suppliers	156,166	161,757
Occupational Health and Safety	431,054	1,569,630
Due to employers	359,605	260,096
	1,518,982	3,080,561
Estimated liability for future costs of existing claims	36,381,491	31,849,764
Liability for payments to dependents and permanently disabled workers	51,259,060	49,785,513
Liability for annuity payments	169,806	
	89,329,339	84,715,838

RESERVES AND OPERATING DEFICIT

Disaster	7,678,186	6,079,905
Enhanced disabilities	761,028	658,617
Recapitalization	574,972	2,439,840
Occupational Health and Safety	558,638	778,024
Provisional operating deficit	(22,215,521)	(23,302,439)
	(12,642,697)	(13,346,053)
	$76,686,642	$71,369,785

ON BEHALF OF THE COMMISSION

Chief Executive Officer

Corporate Secretary

STATEMENT OF REVENUE, EXPENDITURE AND PROVISIONAL OPERATING DEFICIT

YEAR ENDED DECEMBER 31, 1986

	1986 Transactions	Prior Years' Transactions	Totals 1986	Totals 1985
Revenue				
Assessments	$ 38,666,654	$ 2,309,001	$ 40,975,655	$ 35,701,196
Self-insurers	869,198	1,504,941	2,374,139	1,530,576
Interest on investments (includes $1,097,457 allocated to classes; 1985 - $1,805,592)	6,850,871		6,850,871	6,196,633
	46,386,723	3,813,942	50,200,665	43,428,405
Expenditure				
Claims and awards	15,223,793	1,504,941	16,728,734	14,222,776
Occupational Health and Safety	1,529,350		1,529,350	1,569,630
Administrative	4,344,367		4,344,367	4,016,238
	21,097,510	1,504,941	22,602,451	19,808,644
Excess of revenue over expenditure before transfers	25,289,213	2,309,001	27,598,214	23,619,761
Transfers to				
Estimated liability for future costs of existing claims	15,894,456	3,718,280	19,612,736	16,340,593
Liability for payments to dependents and permanently disabled workers - interest earnings	4,664,917	1,078,886	5,743,803	4,391,041
Liability for annuity payments - interest earnings	9,611		9,611	
Disaster reserve	2,065,764		2,065,764	1,808,692
Enhanced disabilities reserve	413,153		413,153	361,738
Recapitalization reserve	(1,114,385)		(1,114,385)	1,808,692
Occupational Health and Safety reserve	(219,386)		(219,386)	778,024
	21,714,130	4,797,166	26,511,296	25,488,780
Excess of revenue over expenditure	3,575,083	(2,488,165)	1,086,918	(1,869,019)
Provisional operating deficit, beginning of year			(23,302,439)	(21,433,420)
Provisional operating deficit, end of year			$(22,215,521)	$(23,302,439)

STATEMENT OF LIABILITIES AND RESERVE ACCOUNTS

YEAR ENDED DECEMBER 31, 1986

	Estimated Liability for Future Costs of Existing Claims	Liability for Payments to Dependents and Permanently Disabled Workers	Liability for Annuity Payments	Disaster Reserve	Enhanced Disabilities Reserve	Recapitalization Reserve	Occupational Health and Safety Reserve
Balance, beginning of year	$ 31,849,764	$ 49,785,513		$ 6,079,905	$ 658,617	$ 2,439,840	$ 778,024
Deductions:							
Benefits paid or charged with respect to claims	15,081,009	7,494,908		467,483	310,742	750,483	
	16,768,755	42,290,605		5,612,422	347,875	1,689,357	778,024
Additions:							
Transfers	19,612,736	3,224,652	$ 160,195	2,065,764	413,153	(1,114,385)	(219,386)
Interest earnings		5,743,803	9,611				
Balance, end of year	$ 36,381,491	$ 51,259,060	$ 169,806	$ 7,678,186	$ 761,028	$ 574,972	$ 558,638

STATEMENT OF CHANGES IN FINANCIAL POSITION
YEAR ENDED DECEMBER 31, 1986

	1986	1985
Cash provided from (used for)		
Operations		
Excess of revenue over expenditure	$ 1,086,918	$ (1,869,019)
Depreciation	482,835	414,394
Amortization of premiums on investments	43,352	75,624
Gain on sale of investments	(345,959)	(133,406)
	1,267,146	(1,512,407)
Changes in		
Receivables	(803,548)	(1,214,167)
Payables and accruals	(1,144,167)	(62,893)
Payables to employers	99,509	(28,670)
Liabilities and reserves	29,896,143	32,756,881
Benefits paid or charged with respect to claims	(24,104,625)	(25,079,761)
	5,210,458	4,358,983
Investing		
Proceeds from sale and maturity of investments	32,585,874	15,103,380
Purchase of		
Investments	(28,968,434)	(19,044,822)
Building	(250,451)	(149,543)
Furniture and equipment	(327,970)	(407,123)
	3,039,019	(4,498,108)
Net cash provided	8,249,477	360,875
Cash and temporary investments, net of bank indebtedness		
Beginning of year	1,910,576	1,549,701
End of year	$10,160,053	$ 1,910,576

ADMINISTRATIVE EXPENSES
YEAR ENDED DECEMBER 31, 1986

	1986	1985
Salaries and benefits	$ 3,069,861	$ 2,851,725
Depreciation	482,835	414,394
Telephone, postage and general office	470,933	483,026
Building operations and maintenance	268,977	269,561
Professional services	209,881	140,463
Computer services	110,318	195,686
Printing and supplies	105,799	119,535
Travel	88,047	84,784
Vehicle operating	64,285	80,691
Equipment	17,712	6,056
Miscellaneous	13,640	10,669
Review committee	10,551	
	4,912,839	4,656,590
Deduct:		
Rental income	160,131	361,765
	4,752,708	4,294,825
Administrative expenses charged to self-insurers as follows:		
Government of Newfoundland and Labrador	230,116	150,843
Government of Canada	72,373	61,308
Terra Transport	45,310	23,300
Marine Atlantic	40,154	39,201
Newfoundland Dockyard	14,563	
Memorial University of Newfoundland	3,665	3,398
Quebec North Shore and Labrador Railway	2,160	537
	408,341	278,587
	$ 4,344,367	$ 4,016,238

STATEMENT OF REVENUE, EXPENDITURE AND PROVISIONAL OPERATING SURPLUS (DEFICIT) BY CLASSES

YEAR ENDED DECEMBER 31, 1986

	1986 Totals	Class 1 Mining	Class 2 Forest Products	Class 3 Manufac-turing	Class 4 Construc-tion	Class 5 Transpor-tation	Class 6 Service Industries	Class 7 Fishing	Class 9 Self-Insurers	Transferred to Liabilities
Revenue										
Assessments	$40,975,655	$3,367,232	$2,084,079	$2,578,687	$6,893,180	$3,267,959	$12,564,390	$10,220,128		
Self-insurers	2,374,139								$2,374,139	
Interest on investments Allocated to classes	1,097,457	104,255	54,625	72,792	184,382	87,052	376,903	217,448		
Transfers to liability for payments to dependents and permanently disabled workers	5,743,803									$5,743,803
Transfers to liability for annuity payments	9,611									9,611
	50,200,665	3,471,487	2,138,704	2,651,479	7,077,562	3,355,011	12,941,293	10,437,576	2,374,139	5,753,414
Expenditure										
Claims and awards	16,728,734	897,789	784,033	1,038,071	1,862,852	1,104,517	4,306,266	4,361,067	2,374,139	
Occupational Health and Safety	1,529,350	122,869	95,136	105,370	224,946	109,455	480,206	391,368		
Administrative	4,344,367	349,028	270,250	299,321	638,997	310,923	1,364,101	1,111,747		
	22,602,451	1,369,686	1,149,419	1,442,762	2,726,795	1,524,895	6,150,573	5,864,182	2,374,139	
Excess of revenue over expenditure before transfers	27,598,214	2,101,801	989,285	1,208,717	4,350,767	1,830,116	6,790,720	4,573,394		5,753,414
Transfers to										
Estimated liability for future costs of existing claims	19,612,736	1,186,148	2,152,264	1,141,243	1,931,760	1,486,747	7,082,124	4,632,450		
Liability for payments to dependents and permanently disabled workers-interest earnings	5,743,803									5,743,803
Liability for annuity payments - interest earnings	9,611									9,611
Disaster reserve	2,065,764	168,607	105,831	131,160	350,624	165,934	632,064	511,544		
Enhanced disabilities reserve	413,153	33,721	21,166	26,232	70,125	33,187	126,413	102,309		
Recapitalization reserve	(1,114,385)	(90,956)	(57,091)	(70,755)	(189,146)	(89,514)	(340,969)	(275,954)		
Occupational Health and Safety reserve	(219,386)	(17,906)	(11,239)	(13,929)	(37,237)	(17,622)	(67,126)	(54,327)		
	26,511,296	1,279,614	2,210,931	1,213,951	2,126,126	1,578,732	7,432,506	4,916,022		5,753,414
Excess of revenue over expenditure	1,086,918	822,187	(1,221,646)	(5,234)	2,224,641	251,384	(641,786)	(342,628)		
Provisional operating surplus (deficit), beginning of year	(23,302,439)	(2,243,723)	1,258,062	(1,884,224)	(6,356,908)	(766,871)	(8,086,734)	(5,222,041)		
Provisional operating surplus (deficit), end of year	$(22,215,521)	$(1,421,536)	$ 36,416	$(1,889,458)	$(4,132,267)	$ (515,487)	$(8,728,520)	$(5,564,669)		

NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 1986

1. ACCOUNTING POLICIES

Assessments receivable

i) No provision has been made in the financial statements to provide for revisions in 1986 assessments based on actual payroll returns filed by employers.

ii) Write-offs of uncollectable assessment balances are charged against assessment revenues.

Investments

i) A gain or loss on an exchange of investments is deducted or added to the cost of the new investment and amortized to its maturity or call date.

ii) Investment income

Interest earnings are allocated to the liability for awards to dependents and permanently disabled workers on the basis of 9.5% and allocated to the liability for annuity payments on the basis of the actual yield (11.3%) earned on the Commission's investment portfolio. The balance is prorated to the classes.

Depreciation

Depreciation of fixed assets is recorded on the straight-line method at the rates indicated below.

Building	2 1/2%
Furniture and equipment	10%; 20%

Estimated liability for future costs of existing claims

This liability represents the estimated amount required to meet future payments in respect of 1986 and prior years' injuries. The estimated liability has been calculated on an actuarial basis. This calculation was prepared in 1986 and is to be reviewed every two (2) years.

Liability for payments to dependents and permanently disabled workers

The purpose of the liability is to set aside amounts to provide for the future payments on established awards to dependents and permanently disabled workers.

The capitalization of the awards and the resulting calculation of the liability is determined on an actuarial basis, to be reviewed every three (3) years.

The latest actuarial report was prepared on the basis of financial information available to December 31, 1985. This report indicated an unfunded liability at December 31, 1985 of $1,078,886. Interest earnings have been allocated to fund this deficiency.

Liability for annuity payments

This liability represents the amount set aside to provide for established annuities to workers at age 65.

Transfers to reserves

i) Transfers to reserves for Disaster and Enhanced Disabilities are calculated as a percentage of annual assessments revenue as follows:

Disaster	5%
Enhanced Disabilities	1%

ii) The Commission has established a Recapitalization reserve sufficient in amount to cover the cost of the subsequent year's statutory increase. An adjustment of $1,114,385 was made to reduce the reserve in 1986 to the amount required to fund the 1987 statutory increase.

iii) An amendment to the Regulations of the Occupational Health and Safety Act on April 23, 1986 provides for the funding, by the Commission, of special projects and studies relating to the enhancement of occupational health and safety in the work place.

Under the terms of the Regulations, the Commission is required to set aside a reserve to a maximum of five (5) million dollars. Annual transfers to this reserve are calculated as 2% of annual assessment and interest revenue. Special projects to be charged to this reserve must receive prior approval by the Lieutenant-Governor in Council.

An adjustment of $219,386 was made in 1986 to reduce the reserve to the amount required under these Regulations.

2. INVESTMENTS

	Par Value	Book Value
Newfoundland and Labrador Hydro	$ 13,128,000	$ 13,307,324
Province of Newfoundland and Labrador	5,210,000	5,432,167
Ontario Hydro	4,888,000	4,919,706
Government of Canada	4,095,000	4,176,460
Newfoundland Light and Power	3,887,000	3,990,181
Newfoundland Telephone	3,534,000	3,535,999
Bank of Montreal Leasing Corporation	2,500,000	2,450,375
City of St. John's	2,258,000	2,269,434
Nova Scotia Municipal Financing	1,600,000	1,594,564
Canadian Imperial Bank of Commerce	1,500,000	1,490,132
Royal Bank of Canada	1,500,000	1,391,070
Newfoundland Municipal Financing Corporation	1,364,000	1,339,271
British Columbia Telephone	1,275,000	1,261,910
Chase Manhatten	675,000	660,300
Trans Canada Pipelines Limited	650,000	658,100
Maritime Telephone and Telegraph	580,000	573,864
New Brunswick Municipal Financing Corporation	575,000	600,449
Bank of Montreal Mortgage Corporation	550,000	548,867
Westcoast Transmission	525,000	528,831
Maritime Electric	500,000	469,082
Other	1,842,000	1,848,266
	$ 52,636,000	$ 53,046,352

The approximate fair market value of the investments as at December 31, 1986 amounted to $54,056,668.

3. LAND, BUILDING, FURNITURE AND EQUIPMENT

	1986			1985
	Cost	Accumulated Depreciation	Net Book Value	Net Book Value
Land	$ 10,830		$ 10,830	$ 10,830
Building	4,952,136	857,758	4,094,378	3,967,730
Furniture and equipment	2,050,058	969,253	1,080,805	1,111,867
	$ 7,013,024	$ 1,827,011	$ 5,186,013	$ 5,090,427

4. OTHER MATTERS

a) Certain amendments to the Workers' Compensation Regulations, approved during the year, allow for the conversion of permanent disability benefits being paid to workers in respect of injuries which occurred prior to January 1, 1984.

Where there is a demonstrated or deemed loss of earnings as a result of the injury, such benefits may be integrated into loss of earnings benefits.

The increase in the liability of the Commission, if any, as a result of these changes cannot be estimated at this time.

b) The Commission has approved an expenditure in the amount of $250,000 to assist in the purchase of advanced diagnostical equipment. For this commitment the Commission will receive priority access to the equipment and will realize a reduction in the cost of diagnosing workers' injuries.

STATISTICS

SUMMARY OF BENEFITS - 1986

Compensation Benefits:

Maximum annual earnings on which compensation is paid	$45,500.00
Rate of compensation:	
(1) 1983 and prior years claims	75% of gross income
(2) 1984 and subsequent years claims	90% of net income
Maximum weekly compensation	$589.94
Minimum weekly compensaion	$200.00, or actual net earnings if less

Dependents Benefits:

(a) Where death resulted from an injury which occurred prior to 1982 01 01

Initial lump sum to spouse	$ 1,120.00
Monthly spouse's allowance effective 1986 01 01	$ 516.50
Children's allowance, up to age 16, or 21 if attending school effective 1986 01 01	$ 125.98
Funeral expenses	$ 1,500.00
Re-marriage allowance	$ 6,198.00

(b) Where death resulted from an injury which occurred on or after 1982 01 01 initial lump sum to spouse is based on 2½ times worker's compensable income to a maximum of $76,692.20.

Maximum monthly allowance	$ 1,917.29

Note: Monthly allowance eligibility depends on age and whether there are dependant children. Re-marriage allowance; the sum of the monthly payments due, up to a maximum of twelve, or $5,000.00, whichever is the lesser.

Funeral Expenses effective 1986 01 01	$ 1,500.00

Rehabilitation Benefits:

While a worker is engaged in a rehabilitation program, benefits are maintained at total earnings-loss replacement levels. Additional costs associated with training programs are also covered.

Medical Aid:

All medical expenses incurred by a worker, related to the compensable injury, including hospital, doctors, drugs and travel costs, are covered by the Commission.

Personal Care:

Where a worker requires special personal care during the period of recuperation, an allowance may be provided, ranging from $100.00 to $500.00 per month.

Home Care:

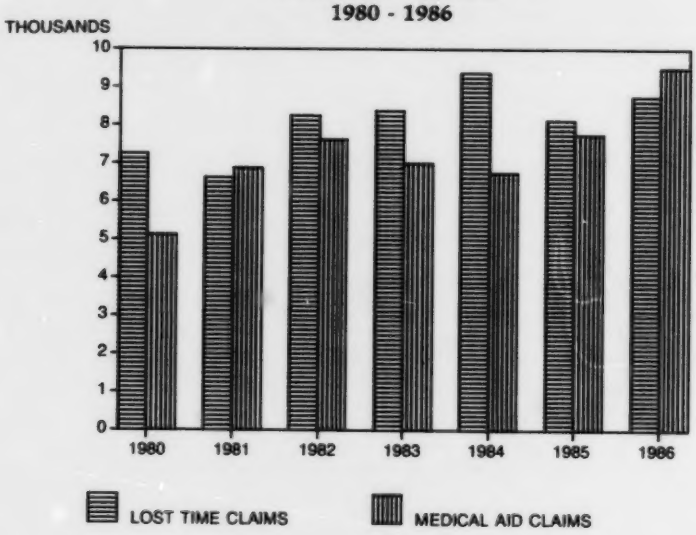
Where a worker is unable to perform ordinary, necessary household chores and a family member is not available to provide the service, the Commission may provide such a service at no cost to the worker.

PROCESSED CLAIMS AND COSTS

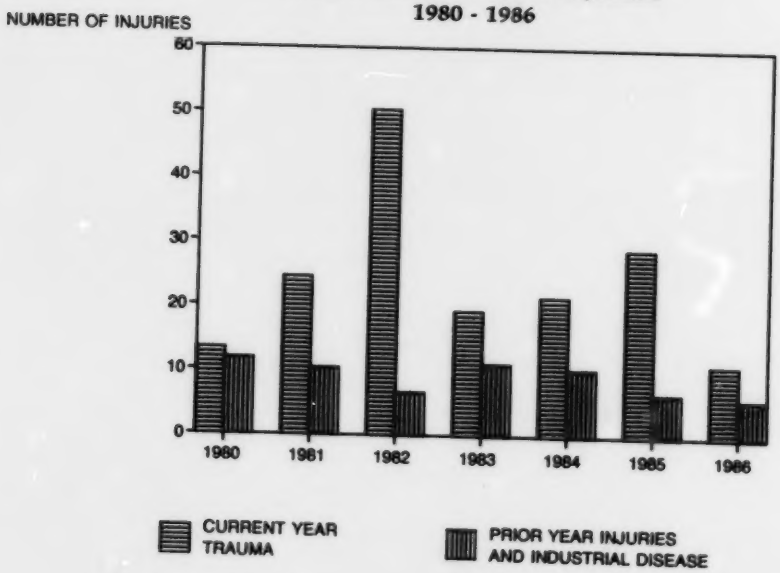
1980 - 1986

YEAR	CURRENT AND PRIOR YEARS CLAIMS PROCESSED	CURRENT AND PRIOR YEARS CLAIMS COSTS
1986	19,355	$34,833,106
1985	16,465	28,057,771
1984	16,107	26,610,082
1983	15,115	25,453,648
1982	15,320	22,621,491
1981	15,949	18,634,248
1980	14,144	12,380,875

CLAIMS PROCESSED
1980 - 1986



FATAL COMPENSABLE INJURIES
1980 - 1986



LOST TIME INJURIES 1986
BY CLASS AND CAUSE OF INJURY

Cause of Injury	Mining Class 1	Forest Products Class 2	Manufacturing Class 3	Construction Class 4	Transportation Class 5	Sales Service Class 6	Fishing Class 7	Reserves Class 8	Self Insurers Class 9	Total
Bodily Reaction and Over	90	58	273	283	160	1618	1118	4	570	4174
Caught In, On, or Between	15	14	60	41	22	144	189		38	523
Collisions	3	1	2	6	10	20	2		14	58
Contact with Electrical					1	1	1		5	8
Contact with Radiation	1		9	2	2	43	25	3	5	90
Contact with Temp Extreme	6	2	7	7	1	64	25		11	123
Fall from Elevation	7	6	21	84	19	123	101		49	410
Fall from Same Level	2	5	12	20	10	70	64		34	217
Rubbed or Abrated	15	26	118	86	20	315	943	1	86	1610
Striking Against	11	9	37	47	14	122	144		59	443
Struck By	18	60	56	97	32	262	208	1	110	844
Miscellaneous	1	3		3		7	2		8	24
TOTAL	169	184	595	676	291	2789	2822	9	989	8524

LOST TIME INJURIES 1986
BY CLASS AND PART OF BODY

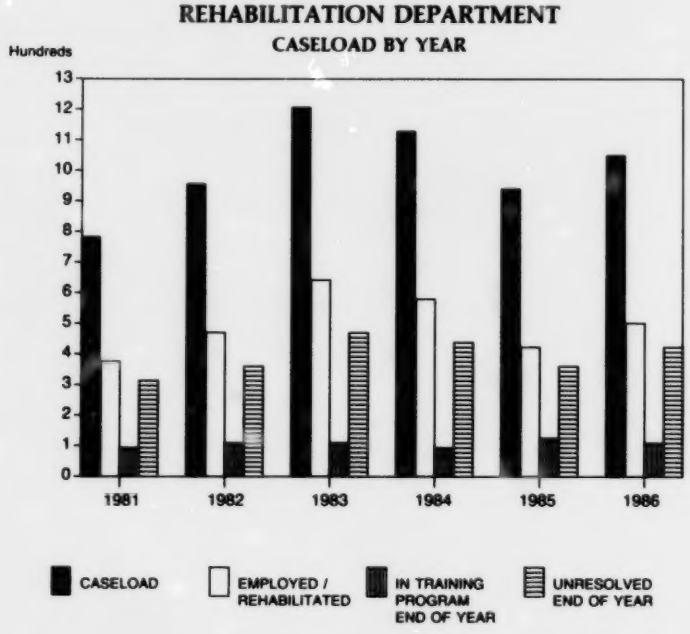
Part of Body	Mining Class 1	Forest Products Class 2	Manufacturing Class 3	Construction Class 4	Transportation Class 5	Sales Service Class 6	Fishing Class 7	Reserves Class 8	Self Insurers Class 9	Total
Back and Spine	57	38	152	161	102	916	469	4	314	2213
Chest	3	7	12	18	11	84	78		40	253
Eyes	6	5	53	39	14	90	74		42	323
Feet and Toes	19	26	54	100	28	265	144		100	736
Gastrointestinal			1			3	2		1	7
Genitourinary							1			1
Hands and Fingers	28	33	162	134	32	558	1346	2	149	2444
Head and Neck	4	6	19	24	13	100	63		47	276
Mult. Internal Injury	12	10	27	50	27	206	112		70	514
Nervous System	1									1
Other Lower	20	39	49	74	25	189	122		96	614
Other Systems						6	2			8
Other Trunk	11	12	31	39	28	211	203	1	75	611
Other Upper	8	8	34	37	11	158	203		54	513
Respiratory			1			3	3	2	1	10
TOTAL	169	184	595	676	291	2789	2822	9	989	8524

LOST TIME INJURIES 1986
BY CLASS AND NATURE OF INJURY

Nature of Injury	Mining Class 1	Forest Products Class 2	Manufacturing Class 3	Construction Class 4	Transportation Class 5	Sales Service Class 6	Fishing Class 7	Reserves Class 8	Self Insurers Class 9	Total
Abrasions	7	1	46	39	14	91	86		42	326
Amputation		3	2	2		4	7		1	19
Burns	8	2	11	7	1	71	26		13	139
Concussions					1	3	3		1	8
Contact with Electrical							1		3	4
Contagious and Infectious						20			1	21
Contusions	41	38	132	150	57	547	570		238	1773
Dislocation		2		7	3	4	12		1	29
Fracture	7	8	17	50	18	103	54		28	285
Freezing and Frostbite				1			9		2	12
Heat Exhaustion						1				1
Hernia	1		2			6	1		1	11
Industrial Diseases								2		2
Irritation Joints/Muscles	1		4	4	1	12	31		4	57
Multiple Injuries	13	9	18	36	16	119	62		38	311
Non Personal Damage						5	2		2	9
Occupational Illness			1	1		2	2		2	8
Open Wounds	11	58	99	106	21	300	918	2	80	1595
Poisoning Inhalation			1		2	3	7			13
Psychological/Unidentified	1			1		1			1	4
Radiation Effects			4	1		2	4		2	13
Skin Inflamation			4			19	11		1	35
Sprains	79	62	254	270	155	1468	1015	5	525	3833
Miscellaneous		1		1	2	8	1		3	16
TOTAL	169	184	595	676	291	2789	2822	9	989	8524

REHABILITATION CASE LOAD

	1986		1985		1984		1983	
No. of Counsellors	5		5		5		5	
Returned to Employment	277		225		340		399	
Programmed	173		167		199		200	
Refused Services	16		20		29		14	
Non Vocational Matter	47		23		29		22	
Other Closures	15		16					
Resolved Cases	528	(49%)	451	(46%)	597	(51%)	635	(51%)
Presently in Training	118		138		104		108	
Job Search	25							
Under Medical Treatment	186		161		272		354	
Unsuccessful to Date	89		63		41		23	
Not Contacted	126		126		142		112	
Active Cases	544	(51%)	505	(54%)	559	(49%)	597	(49%)
Total Case Load	1,072		956		1,156		1,232	



DEPARTMENT OF MEDICAL SERVICES CASELOAD

	1986	1985
Claimants examined	669	407
Referrals to the Medical Advisory Committee on Industrial Respiratory Diseases	47	47
Referrals to the Miller Centre	176	78
Referrals to Orthopaedic Surgeons	515	376
Admissions to the Health Sciences Centre	182	157
Referrals for consultation and advice:		
From Claims Department	8,820	6,874
From Rehabilitation Department	881	546
From Board of Commissioners	224	249
From Other Provincial Compensation Boards	75	30
Referrals for Occupational Diseases:		
Hearing	243	297
Respiratory	279	204
Referrals for Hospital Admission Assistance	999	672
Physiotherapy	269	
TOTAL	13,379	9,937

PAYROLLS AND ASSESSMENTS
1977 - 1986

Year	Assessable Payroll	Assessments
1986	$2,200,558,815	$38,666,654
1985	2,088,001,461	36,445,984
1984	1,901,078,128	33,424,363
1983	1,681,731,191	27,480,749
1982	1,460,549,600	22,279,253
1981	1,407,328,450	20,978,835
1980	1,171,606,318	14,506,913
1979	1,025,917,857	13,051,676
1978	852,803,032	12,390,592
1977	823,396,138	12,167,687